

Take Our Daughters and Sons to Work Day Event: May 19, 2005

By Misty Ross, TODSTWD Committee Chair

Take Our Daughters and Sons to Work Day (TODSTWD) 2005 is fast approaching and I am very proud of what our committee has put together! This year's event at the state Capitol promises to be a fun and educational opportunity in which children and their parents can participate.

Here are a few highlights:

- Governor Gregoire will open the event at 9:00 a.m. with a speech in the Capitol Rotunda.
- Children and their parents will be given passports and maps to tour the participating offices in the Capitol Building.
- After visiting the participating offices, children will be given a stamp from that office on the corresponding section of their passport.
- On completion of their self-guided tour, parents can bring their children to the Columbia Room (lower level of the Capitol Building) to pick up their goodie bag and enter their contact information for prize drawings at the end of the day.
- The event will end at 2:00 p.m. and names will be drawn for prizes at that time. Children need not be present to win; the prize will be sent to the address indicated when signing up for the drawing.

The committee is hard at work with the last minute details of the event and volunteers for the day are needed. If you have a few hours to spare on May 19 and would like to participate in the TODSTWD 2005 event, please contact Wendy Voss, volunteer coordinator, at vossww@sao.wa.gov. If you have any general questions regarding the event, please contact me at rossmal@dshs.wa.gov or visit the TODSTWD reference page on the ICSEW Web site at <http://icsew.wa.gov/todstwd.htm>. We look forward to seeing you and your child on May 19!

Washington State Women's Health Day Through the Journey of Our Lives May 11, 2005

By Jan Ward Olmstead, Health and Wellness Committee Chair

Join the ICSEW, the Health Care Authority, the Department of Health, the Department of Social and Health Services, and the Department of Labor and Industries in celebrating Washington State Women's Health Day on Wednesday, May 11, 2005.

The event theme is "The Journey of Our Lives--Women's Health and Wellness" and will be held at the Tyee Center, 5757 Littlerock Road SW, Tumwater, Washington from 10:00 a.m. to 2:00 p.m.

The state event coincides with National Women's Health Week which is May 8-14, 2005. Activities include a health fair and speakers' agenda.

Women's Health Day is promoted to raise awareness of key women's health issues and to encourage women to take responsibility for their own health through greater knowledge and understanding.

For more information, contact Jan Ward Olmstead at 360-923-2803 or visit the ICSEW Web site at <http://icsew.wa.gov/>. Also see the flyer on page 3 of this publication.

Also see the National Women's Health Information Center's Web site at <http://www.4woman.gov/whw/events/WA.htm> for information on events in other areas.

Update From the Chair

By Vicki Rummig, ICSEW Chair

On March 28, 2005 Vice Chair, Dianna Gifford (Department of Natural Resources); Take Our Daughters and Sons to Work Day (TODSTWD) Chair, Misty Ross (DHS); and myself met with Governor Christine Gregoire and Peter Bogdanoff, the Governor's Executive Policy Advisor for Labor Issues.

This was our opportunity to provide information on what the ICSEW is about as well as to gain direction for our future. I believe we are going to see the ICSEW playing a very active role in the current administration as well as the Governor playing an active role in leading the ICSEW.

We are excited to have Governor Gregoire participate in two upcoming ICSEW events--the TODSTWD event on May 19, 2005 and the annual ICSEW Transition Meeting on July 12, 2005.

We had two specific requests of the Governor: (1) to update Executive Order 89-09 and (2) get input on the Governor's vision for the 2006 ICSEW Conference.

Regarding the executive order, we believe timing is now prime for reviewing our purpose and validating our existence. We have also requested more flexibility to the membership make up so agencies and staff who want to participate in the ICSEW can do so.

Regarding the conference, professionalism and leadership were two topics that struck a chord with today's state employees. Governor Gregoire's definition of a leader is not someone who heads an agency, but someone



From left: Dianna Gifford, Vicki Rummig, Governor Gregoire, and Misty Ross

who takes initiative to get things done.

The Conference Committee has adopted a theme, "Today's Women, Today's Leaders." The conference is planned for May 8-10, 2006 at the Tri-Cities Convention Center.

May is an exciting time of year for the ICSEW. It is when we begin to think about transition--of those members whose terms will be ending and potential new members who will help lead the ICSEW into the next business year.

Appointments last 2 years and are staggered so approximately half of the committee transitions each year. We will mail notices to agency directors in May thanking them for their continued support and notifying them of their agency's member status.

Please visit our Membership Web page at <http://icsew.wa.gov/members.htm> if you are interested in becoming a member.

This is also an exciting and sad time for me as this is my last full update article. The next article will be my farewell as chair of the ICSEW. I look forward to passing the torch and the legacy of this great group of women to the next leader.

ICSEW Event Information

May 11, 2005 - Washington State Women's Health Day held at the Tyee Center in Tumwater, Washington from 10:00 a.m. to 2:00 p.m. Contact Jan Ward Olmstead at 360-923-2803 or go to <http://icsew.wa.gov/> for more information.

May 13, 2005 - "How to be a Powerful Communicator and Conquer Stress for Success" by Ms. Sandra Smith. Training class held at the Lacey Fire Hall Station 34 in Lacey, Washington.

May 19, 2005 - Take Our Daughters and Sons to Work Day statewide event. Event held at the Capitol Building in Olympia, Washington from 9:00 a.m. to 2:00 p.m. Go to <http://icsew.wa.gov/todstwd.htm> for more details.

July 21, 2005 - Women Leaders Forum co-sponsored by the Washington State Human Rights Commission. More information to come.

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An Aunt, Two Nephews, and a War

By Kristin Partain

The following article contains information regarding war and how we are impacted by it today. The information below is true and accurate; however, with permission, the names and one fact have been altered to protect the subjects' privacy.

War. Depending on your age, the word may cause you to think about World War I, World War II, the Korean War, Vietnam, the Gulf War, or our current war--Iraq.

Everyone feels the impact of service men and women fighting for the rights of our country.

"Judy" has two nephews who enlisted in the service before the United States invaded Iraq. Her nephew "Michael" was a member of a Combat Engineers Group. At the time, Michael was young and eager to serve his country.

When not being trained by the military he was a kind-hearted soul who loved animals, enjoyed viewing the constellations, and enjoyed being outdoors. Judy knew that Michael was going to be deployed soon but didn't know the exact date until she saw him on the news boarding a plane to Kuwait.

In order for her to cope, Judy gathered as much information as she could

about his group. She Googled, surfed the Internet, and became a pro! She found a lot of general information about the war but wanted details about her nephew's group.

After a phone call home to his family, Michael jokingly mentioned he was enjoying the meals ready to eat (MREs), but had limited sleep and rest, and, at one point, even ran out of water, which meant his group had to rely on Iraqi water.

A few months into Michael's deployment, he was instructed to call home and let his family know he was all right. There had been an attack on his group and there were casualties. This was his first experience with the casualty of war as six of his buddies went home with injuries.

While Michael was in Iraq, his brother "Jason" was learning a new military process as a member of the Stryker Brigade. This was a new and enterprising approach by the military and involved high-tech equipment, new training, and would become the warrior and rebirth of the Army and Fort Lewis, Washington.

Jason joined the military to protect his country. He was married with a 1 month old son when he was deployed. Unlike single enlisted military personnel, there is a group of volunteers that

keep spouses informed of activity and supports them when the enlisted spouse is in the field.

Jason's mission was to replace an already existing tour. He also had prior knowledge of his deployment so he could get all of his affairs in order.

Judy now started researching everything she could regarding the Stryker Brigade as well as the Combat Engineers Group. Throughout this time period she was compelled to send packages containing anything inspirational in order to keep them healthy mentally, which was the only thing she could effectively influence.

As with all things that impact us, Judy couldn't help but share what she had learned with her co-workers and received empathy from most, but debated the war and politics with one or two of them. However, she didn't want to debate--she just wanted her family to be safe.

Regardless, Judy learned a lot. This was a life lesson she had to experience. I am happy to report that her nephews are both home now--safe and sound. She is proud of her nephews, her family, and herself for doing what she could in a situation that there is no known training for. She is the aunt of two soldiers.

Blow Your Own Horn: Design Your Own Life

By Joanne McDaniel, PCOC Chair

You can achieve everything you have ever wanted to have, experience, or become. The power has and always will be within you, but nothing will happen until you get motivated to make something happen.

The following tips and ideas will help you get and stay motivated to change your life and achieve your personal goals.

Let Go of the Past. Before you can create a better future, you must let go of the pains in your past. Everyone experiences failures. Learn from your history.

Remember Your Successes. Recalling past success is just as important as learning from and overcoming past failure. It doesn't matter who you are, you have succeeded at something.

Accept the Possibilities. Anything is possible if you are willing to do whatever it takes to accomplish a goal.

Dream the Big Dream. Dream big. Get excited about what you want for

the future. Powerful dreams can move you into action to make the compelling picture a reality.

Small Steps to Great Success. It only takes small steps to create amazing changes. Make detailed, long-term plans; take some of the steps; then revise your plans as needed to accomplish your goal.

What Company Do You Keep? Most often, people mirror their environments. The friends and family members you associate with play a major role in your life. Ask yourself if the people in your life are helping you become the person you want to be.

Take a Walk. As simple as it sounds, taking a walk around the block is sometimes all it takes to clear your mind and regain the energy you need to attack priority tasks or decide to make changes in your life.

Share the Excitement. Don't keep your plans to yourself--share the excitement with those who will be supportive and offer mentoring or guidance.

Educate Yourself

The more you know, the more you'll grow. Information is the greatest resource you have as you work toward creating a better life.

Impossible to Fail

People lose sight of their goals because they fear failure. To avoid this pitfall, imagine that it is impossible to fail.

Keep a Journal

A million thoughts may rush through your mind each day, but if you do nothing to capture them, they can disappear as quickly as they came. Take time to write in a journal each week.

The Ups and Downs

Everyone has ups and downs. Expecting anything different creates frustration and anger.

For more information see [Success with the Gentle Art of Verbal Self Defense](#) by Suzette Elgin, [The Motivated Mind](#) by Jason Gracia, and/or [The Psychology of Achievement](#) by Brian Tracy.



Agency in the Spotlight Washington State School for the Blind

By Janet Merz

The Washington State School for the Blind (WSSB) began serving students in February 1886 as a territorial school, which provided educational services for the blind, deaf, and mentally disabled youth. In 1887, the first blind student enrolled at the school.

The mission of the WSSB is to provide quality educational services to visually impaired/blind youth aged birth to 21 years within the state of Washington.

WSSB currently serves approximately 600 blind and visually impaired students per month; 70 are enrolled through the on-campus program. Approximately 280 students are served through itinerant vision services (teachers placed throughout the state); the remaining 240+ students are served through technology assessments, distance learning classes, Low Vision Clinic, distribution of materials produced, equipment provided, and other educational evaluations and training opportunities.

WSSB offers and houses many programs that most people are unaware of. To name a few:

- On-Campus/Education.
- Braille Access Center.



- Technology Resource Center for the Blind.
- Instructional Resource Center.
- Distance/Digital Learning.
- Off-Campus/Outreach Services.
- High Tech Campus and Services.
- Governor's Quality Award.

WSSB sincerely believes that partnership is the key to success. WSSB partners with several organizations including Department of Services for the Blind, Washington School for the Deaf, OSPI, Department of Information Services, Vancouver Police Department, Clark College, and the University of Washington.

As Helen Keller once stated, "Alone we can do so little, together we can do so much."

For more information, please contact Janet Merz at 360-696-6321 x120 or visit the WSSB's Web site at www.wssb.wa.gov.

Women Leaders in State Government National Women's Leadership Summit

More than 350 women and men from around the country participated in the National Women's Leadership Summit held October 17-18, 2004 in Washington, DC.

Many of the people attending the Summit participated in the morning and afternoon breakout sessions and roundtables on Leadership. They listened to panelists and shared their own experiences in becoming leaders in their companies, organizations, and/or communities.

The panelists included:

- Cathy Bonner, Founder, The Women's Museum.
- Loraine Ballard Morrill, News & Community Affairs Director, Clear Channel Radio.
- Dr. Gloria Rodriguez, Founder and CEO, AVANCE, Inc.
- Mary Ellen Randall, President and CEO, Ascot Technologies, and Founder, The Women's Institute.
- Patricia Reed, Co-Founder and Partner, Choose 2 Lead Women's Foundation.

Despite the unique perspectives brought by each of the panelists, they shared similar thoughts on how women can become effective leaders. They agreed that leadership skills are not genetic—they are *learned*—and that anyone can become a leader.

What makes a good leader is being able to use your own talents and to identify and collaborate with people who have those skills you lack. Leaders rely on their networks and

support systems to achieve their goals. They are both visionary and practical, taking practical steps to fulfill their dreams.

The panelists advised women to develop a solid business case to justify their actions and decisions; to make learning a life-long endeavor; to have the stamina and nerve to overcome challenges; and to maintain their sense of humor regardless of circumstances.

According to panelist Mary Ellen Randall, to become effective leaders, women must focus of the 4 "Cs" of Leadership:

- Choices.
- Communications.
- Connections.
- Confidence.

At the end of the afternoon, participants crafted Plans of Action outlining programs and practices that they intended to implement when they returned home.

These action plans reflect a key message communicated at the Summit—that women can master the skills necessary to become leaders in all aspects of their lives and that they can reach out to other women through partnerships and mentoring to pass on their knowledge.

--Reprinted with permission from
the United States Department of
Labor Women's Bureau

--Submitted by Eva Coblentz,
Department of Financial Institutions

WOMEN'S HEALTH & WELLNESS

Through the Journey of Our Lives

Join us on Wednesday, May 11, 2005
from 10 a.m. to 2 p.m. for
Washington State
Women's Health Day
at the Tyee Center,
5757 Littlerock Road SW, Tumwater

- Demonstrations
- Information
- Screenings
- Presentations
- Speakers
- Doorprizes

For more information on Women's Health Day, including a schedule of events and vendor list, go to www.icsew.wa.gov.

For directions and maps to the Tyee Center, go to www.tyceccenter.com.



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ICSEW Cell Phone Drive

Put Your Old Cell Phones to Good Use to Help Save Lives

The ICSEW conducts an ongoing "recycle your cell phone with rechargeable battery and cords drive." Donated cell phones are delivered to Verizon Hopeline which supports non-profit organizations committed to combating domestic violence, providing emergency relief, and supporting health and education initiatives.

Verizon donates airtime and distributes phones nationally to domestic violence programs, the National Coalition Against Domestic Violence, and local government and law enforcement agencies for domestic violence victims.

Send your old phones to Jan Ward Olmstead (Health Care Authority) at mail-stop 42721 or deliver them to the Health Care Authority's front desk at 676 Woodland Square Loop SE, Lacey, Washington.

For more information contact Jan Ward Olmstead at 360-923-2803 or jolm107@hca.wa.gov.



Contemplating a Career Change?

By Kindra Benavidez

Most people consider a major career change at one point or another. Some take the leap and some do not. Every big decision in life presents opportunities for rewards and regrets...a major change is no exception. This article offers some guidance on approaching this major decision.

Research and Soul Search

Do your homework! This decision involves matters of the head and heart. Being thoughtful will help you make the right choice at the right time.

Truly understand what drives your desire for a career change. Are there aspects of another career path that call to you? Are you burned out in your current job? How will the career change take you closer to achieving your personal vision?

Identify the potential challenges and advantages of a new career. Will it

offer more/less income? Schedule flexibility? Security? Benefits? Future growth potential? Travel? Do you need to take some classes, get licensed or certified in a field?

Make an informed decision. Discuss the topic with your family and friends. Seek their input and support especially from those that will be directly impacted by the choice you make. Resist the temptation of *status quo* simply because your current job is a "known entity."

Tap the Resources Available to You

Talk to a career counselor. The Department of Personnel, Department of Employment Security, and most community colleges offer career services programs.

Complete a career assessment. There are many tools available online or through your local library that can

help you identify possible career tracks based on your personality and interests.

Gain more insight. Speak with someone working in the field you are considering. An objective individual can help you see the big picture.

Need a Gut Check?

Sometimes we just need to listen to our instincts. Here's a simple way to do a quick gut check:

1. Write "change careers" on one piece of paper and "don't change careers" on another.
2. Fold each piece and place them in an envelope and shake it around.
3. Reach in and pull out a piece of paper. As you unfold and read it, pay close attention to what your body tells you.

When you read the words, did you feel a sense of excitement or disappointment? That sense is a powerful

indicator of what is right for you.

The Decision

Choose to make the move? Good for you! This is an exciting time that will present opportunities for personal and professional growth.

Passing on a career change for now? That's great! There must be aspects of your current job that are reinforcing for you. Determine what they are and capitalize on them. Consider possible ways to make your current career more satisfying. Take a class to learn a new skill, or speak to your manager about a developmental job assignment, a new project, etc.

Remember!

This is a big decision. Take advantage of the resources available to you to ensure you create a career path for yourself that is rewarding and fulfilling.

Our Heart Scare

By Vicki Rummig, ICSEW Chair

I sit in a room at St. Joseph's Hospital in Tacoma, Washington as I write this article. My husband Marc is sleeping as he recovers from having stent Nos. 4 and 5 inserted into his heart so it can get enough blood and oxygen to do its job.

We didn't know he had Coronary Artery Disease (CAD) until very recently, when our lives suddenly changed.

Marc had been having occasional episodes of chest tightness and arm numbness for the past couple of months. The episodes seemed so insignificant to him that he never even mentioned them to me. Then there was an episode that was slightly worse and lasted nearly 30 minutes.

It was then that Marc's boss sent him to the doctor. The doctor scheduled him for tests to rule out heart disease. That was when things changed very rapidly. One Thursday he's having a Thallium Stress Test, then 2 doctor's appointments and 7 days later, he's having his first of 2 stent procedures.

So, how did his heart get so diseased without us having a clue or concern? For one, neither of us considered him high risk and didn't concern ourselves or look out for warning signs. Though Marc's cholesterol was high and his diet poor, we thought all of the other good lifestyle choices outweighed the bad. We were wrong.

The cardiologist this morning reiterated that his heart was very diseased and said it had happened for a reason. Either it was hereditary or was brought on by something Marc did.

The following are things I would encourage everyone to do for their loved ones and for themselves: (1) be more of a diet nag, (2) insist on cholesterol tests and retests, (3) insist on a cholesterol lowering diet and maintain a healthy weight, (4) know the signs for angina and heart attack, (5) insist on stress tests as part of a regular physical, and (6) get frequent blood pressure checks.

Visit the American Heart Association's Web site at <http://www.americanheart.org> to learn more about heart disease, risk factors, and things you can do to reduce your risks.

I will forever be grateful that Marc was diagnosed with heart disease, received care, and has changed his diet before having a major heart attack. I believe he will be fine and, with the proper diet, have many, many happy years to enjoy our life together.



Editor's Corner

Letters to the Editor

I'm hoping you can help me on this. I missed the first article on the "Battle for Suffrage, 1848-1920." Is there any way I can get a copy of it? These are the best condensed history stories I've read in a long time. I really liked the second one and would love to read the first. Thank you in advance for your help.

Barbara Raak-Lamson
Liquor License Investigator
Washington State Liquor Control Board

I just finished reading Julie Sjöholm's article on Kawasaki's Disease and it rang several bells in my brain. When my grandson was about 3, he was diagnosed with the same thing. He is now 14 and over 6' tall. When Josh was diagnosed, they called it Kawasaki's Syndrome, and (from the information we got at the time) thought it confined to children (mainly boys) of Japanese ancestry. Josh's mother is half Japanese.

I'm sure that Josh got all the necessary treatment available at the time, along with follow-ups. Nevertheless, Josh today is healthy and happy. He is strong and intelligent, and doing quite well.

Lynda J. Bridges
Fiscal Technician, Contract Payments
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Correction

The article, "Tax Tips for 2005" that was printed in the March/April 2005 issue of the *InterAct* should have included the IRS Web site which is <http://www.irs.wa.gov>.

The InterAct is published by the Communications Subcommittee of the Interagency Committee of State Employed Women (ICSEW). Photocopying, distributing, or posting of this publication is strongly encouraged. This publication is available in alternate formats. Views stated in re-printed articles are informational and do not necessarily reflect the views of the ICSEW. All persons interested in submitting articles or ideas for this publication should contact their agency's ICSEW representative or:

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 Printed on recycled paper.